

## Message Text

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65

ACTION ARA-10

INFO OCT-01 ISO-00 AID-05 IGA-01 ABF-01 PER-01 MMS-01 SS-15

SP-02 /037 W  
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R 031545Z JUL 75  
FM AMEMBASSY BOGOTA  
TO SECSTATE WASHDC 9492

C O N F I D E N T I A L BOGOTA 6167

EO 11652: GDS  
TAGS: AFSP AID CO  
SUBJ: AID STAFFING AND RECOMMENDATIONS FOR REDUCTION

FOR DEPUTY UNDERSECRETARY FOR MANAGEMENT; ARA ASST SEC ROGERS,  
AND AA/SER:MR. MANN FROM THE AMBASSADOR

REF: A) STATE AIDAC 150299; B) STATE AIDAC 038732 AND 105528;  
C) BOGOTA 5366; D) STATE AIDAC 132032; AND E) BOGOTA A-34 OF  
3/25/75

1. PURSUANT TO A SPECIFIC IG DIRECTIVE AND THE SPIRIT OF BOTH  
THE PRESIDENTIAL DIRECTIVE OF OCT 14, 1974 ON MODE AND SECTION  
15 OF PL 93-475, I SUBMITTED IN REF E MY RECOMMENDATIONS FOR  
STAFF REDUCTIONS AT THIS MISSION AND CORRESPONDING COUNTRY  
TEAM CONCURRENCES. THIS WAS SUBMITTED CONCOMITANT WITH THE CASP,  
AND THE LATTER DOCUMENT ALSO INCORPORATES THESE CONTEMPLATED  
REDUCTIONS IN THE RESOURCE ALLOCATION TABLES. AS FAR AS AID WAS  
CONCERNED THE AID DIRECTOR AND I AGREED THAT REDUCTION IN THE  
PERSONNEL CEILING WAS BOTH POSSIBLE AND DESIRABLE. ACCORDINGLY  
REF E RECOMMENDED A REDUCTION IN THE OPRED/MODE CEILING FOR  
USAID, AND IT WAS OUR DETERMINATION THAT THE RESULTING PATLQRN  
WOULD ADEQUATELY REFLECT PRESENT AND EXPECTABLE PROGRAM REQUIRE-  
MENTS. GIVEN COUNTRY TEAM AGREEMENT, USAID SUBMITTED APPROPRIATE  
SPARS TO E SEVERAL POSITIONS WE AGREED WERE NO LONGER NEEDED.

2. IT WAS THEREFORE WITH SOME SURPRISE THAT I NOTED REF A RE  
A "DIRECTED ASSIGNMENT" TO A POSITION WE HAD DETERMINED WE NO  
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LONGER REQUIRED AND HAD E'D. WHILE WE FULLY UNDERSTAND THE

SIGNIFICANCE AND EXPLANATION OF THE POLICY OUTLINED REF B, I AM BOUND TO RAISE THE QUESTION OF THE APPLICATION OF THAT GENERAL WORLD-WIDE POLICY TO THE SPECIFIC CASE OF COLOMBIA WHERE WE HAVE UNDERTAKEN AN ACROSS-THE-BOARD PERSONNEL REDUCTION PURSUANT TO DIRECTIVES AND GENERAL CONGRESSIONAL INTENT. THE DIRECTED ASSIGNMENT COVERED BY REF A WAS MADE WITHOUT REFERENCE TO A-34 (REF E), AND APPEARS TO HAVE IGNORED OR NOT TAKEN INTO ACCOUNT MY DETERMINATIONS AND RECOMMENDATIONS.

3. REF A THEREFORE HAS IMPLICITLY RAISED AN IMPORTANT PRINCIPLE AND ISSUE, VIZ., ARE WE UNABLE TO REDUCE STAFF EVEN THOUGH WE HAVE DETERMINED THAT WE DO NOT REQUIRE CERTAIN POSITIONS? BECAUSE THIS SEEMS TO ME TO BE AN IMPORTANT POINT THAT SHOULD BE CLEARLY AND CONSCIOUSLY DECIDED, I BELIEVE THAT IT IS IMPORTANT TO CONSIDER THE BLISS ASSIGNMENT (REF A) IN TERMS OF THIS GENERAL PRINCIPLE. I AM THEREFORE WITHHOLDING MY CONCURRENCE ON THE BLISS NOMINATION PENDING CLARIFICATION OF THE DEEPER ISSUE. WHAT I THINK NEEDS EXPLICITLY TO BE ANSWERED ARE:

- 1) DOES THE DEPARTMENT REJECT OR APPROVE MY RECOMMENDATIONS FOR PERSONNEL REDUCTIONS CONTAINED IN REF E?
- 2) DO THE DEPARTMENT AND AID/W OVERRULE OUR CONCLUSION THAT THE PROGRAM OFFICER POSITION 0073/02 IS NOT PROGRAMATICALLY AND SUBSTANTIALLY REQUIRED, AND MY CONSEQUENT NON-CONCURRENCE IN ITS BEING FILLED?
- 3) ARE WE TO BE UNABLE TO REDUCE PERSONNEL BY ELIMINATING POSITIONS WE HAVE DETERMINED WE DO NOT SUBSTANTIALLY REQUIRE?

VAKY

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## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** n/a  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 03 JUL 1975  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Authority:** GolinoFR  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 28 MAY 2004  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1975BOGOTA06167  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** GS  
**Errors:** N/A  
**Film Number:** D750232-0032  
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**Handling Restrictions:** n/a  
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**Locator:** TEXT ON-LINE, ON MICROFILM  
**Office:** ACTION ARA  
**Original Classification:** CONFIDENTIAL  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 2  
**Previous Channel Indicators:** n/a  
**Previous Classification:** CONFIDENTIAL  
**Previous Handling Restrictions:** n/a  
**Reference:** 75 STATE AIDAC 150299, 75 STATE AIDAC 038732, 75 AND 105528  
**Review Action:** RELEASED, APPROVED  
**Review Authority:** GolinoFR  
**Review Comment:** n/a  
**Review Content Flags:**  
**Review Date:** 05 SEP 2003  
**Review Event:**  
**Review Exemptions:** n/a  
**Review History:** RELEASED <05 SEP 2003 by ShawDG>; APPROVED <17 NOV 2003 by GolinoFR>  
**Review Markings:**  

Margaret P. Grafeld  
Declassified/Released  
US Department of State  
EO Systematic Review  
06 JUL 2006

**Review Media Identifier:**  
**Review Referrals:** n/a  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** AID STAFFING AND RECOMMENDATIONS FOR REDUCTION FOR DEPUTY UNDERSECRETARY FOR MANAGEMENT; ARA ASST SEC ROGERS  
**TAGS:** AFSP, CO, AID  
**To:** STATE  
**Type:** TE  
**Markings:** Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 06 JUL 2006